

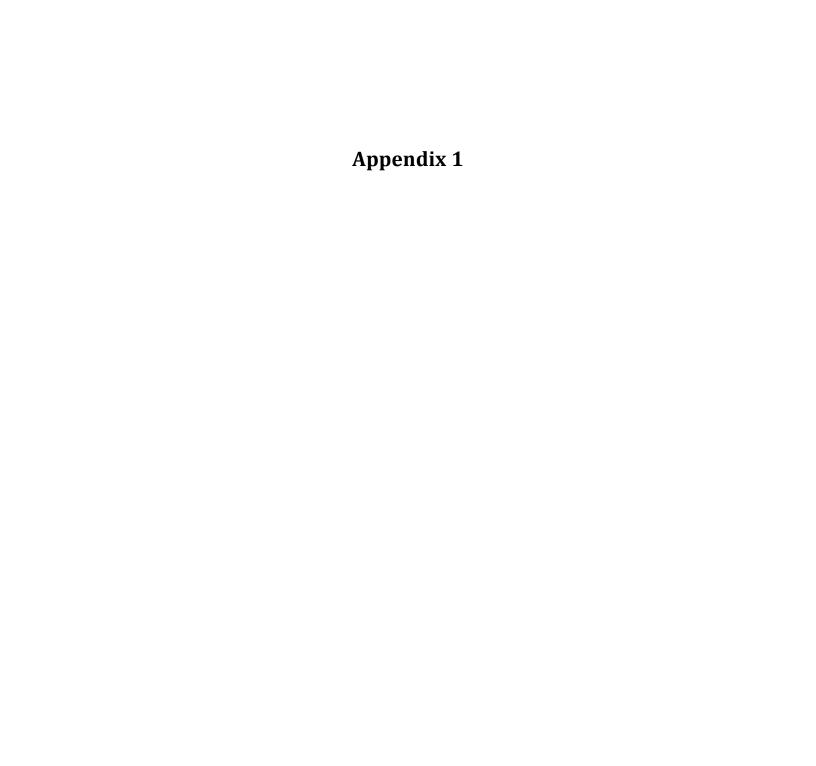
# STATE OF ILLINOIS 2013

# ASIAN AMERICAN Employment Plan



Respectfully submitted to the Illinois General Assembly February 1, 2013, by Central Management Services

**APPENDICES** 



### **HIRING MONITOR Section 1** (To be completed by designated agency personnel) Name of Agency: IDHR Region: Facility / Unit: Candidate's Name: Title of Job to be filed: Pay Grade: Position Number: Number to be filled: EEO Job Category: Employment Date: 1. Is the EEO category underutilized? If yes, by which of the following: Nol African Americans: Hispanics: Women: Asians: Native Americans: Disabled: 2. Indicate: Sex of person selected: Race of person selected: Veteran or non-Veteran: Disability, if any: 3. Number of individuals who applied or were on the list of eligible(s) were African American, invited, interviewed, selected were Hispanic, invited, interviewed, selected were Women, invited, interviewed, selected invited, were Asian. interviewed. selected were Native American, invited, interviewed, selected were Veterans. invited. interviewed. selected were Disabled, invited, interviewed, selected were Undefined, invited, interviewed, selected 4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates? 5. If the category is underutilized and a member of an affirmative action group applied and was not hired, give a detailed explanation for the hiring decision. 6. Was the position posted? No \_\_ 7. Name and position of person(s) who interviewed candidates. 8. Name and position of person(s) who recommended the selection of the candidate. Section 2 (To be signed by agency EEO/AA Officer and Chief Executive Officer or their designees) I have reviewed the eligibility list and concur / do not concur with this hire. Remarks on reverse side. EEO/AA Officer Date I approve of this hire Chief Executive Officer Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

PROMOTION MONITOR				
Section 1 (To be completed by designa	ted agency perso	nnel)		
Name of Agency:			IDHR Region:	
Facility / Unit:			Candidate's Name:	
Title of Job to be filed:			Pay Grade:	
Number to be filled:			Position Number:	
EEO Job Category:			Date of Promotion:	
<ol> <li>Is the EEO category underutilized?</li> </ol>	Yes	No	If yes, by whic	h of the following:
African				
Americans: Hispanics:	Women:	Asians:	Native Americans:	Disabled*
2. Was the position posted?	Yes	No		
3. Number of individuals who applied o	r were on the list	of promotable(s)		
• •		. ,	aplantad	
were African American, were Hispanic,	invited, invited,	interviewed, interviewed,	selected selected	
were Women,	invited,	interviewed,	selected	
were Worleri, were Asian,	invited,	interviewed,	selected	
were Native American.	invited,	interviewed,	selected	
were Veterans,	invited,	interviewed,	selected	
were Disabled,	invited,	interviewed,	selected	
were Undefined,	invited,	interviewed,	selected	
4. Indicate the sex and race of the pers	on promoted.			
5. Did it change the employee's EEO jo	b category?	Yes	No	
6. If the category is underutilized and a give a detailed explanation.	member of an af	firmative action grou	p applied and was not	promoted,
7. Name and position of person(s) who	interviewed cand	lidates.		
8. Name and position of person(s) who	recommended th	e selection of the ca	ndidate.	
Section 2 (To be signed by agency EEC	D/AA Officer and	Chief Executive Office	er or their designees)	
I have reviewed the eligibility list and concu	r / do not concur w	ith this promotion. Re	marks on reverse side.	
EEO/AA Officer		_	Date	
I approve of this promotion.				
Chief Executive Officer			Date	

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

DHR-20 (Rev. 11-09)

<sup>\*</sup>For EEO monitoring purposes.

# Appendix 2

February 1, 2013

Agency Director Agency Name Street Address City, IL Zip Code

Dear (Agency Director)

Enclosed please find a copy of the 2013 State Asian American Employment Plan which was submitted by the Department of Central Management Services to the General Assembly on February 1 as required by law.

I am a firm believer the benefits of a diverse workforce are many, including enabling agencies to provide better and more inclusive service to Illinois taxpayers and the general public. Therefore, I strongly encourage your agency to continue to build upon your Affirmative Action and Equal Employment Opportunity goals by placing emphasis on recruiting, hiring, training, retention and promotion of Hispanics.

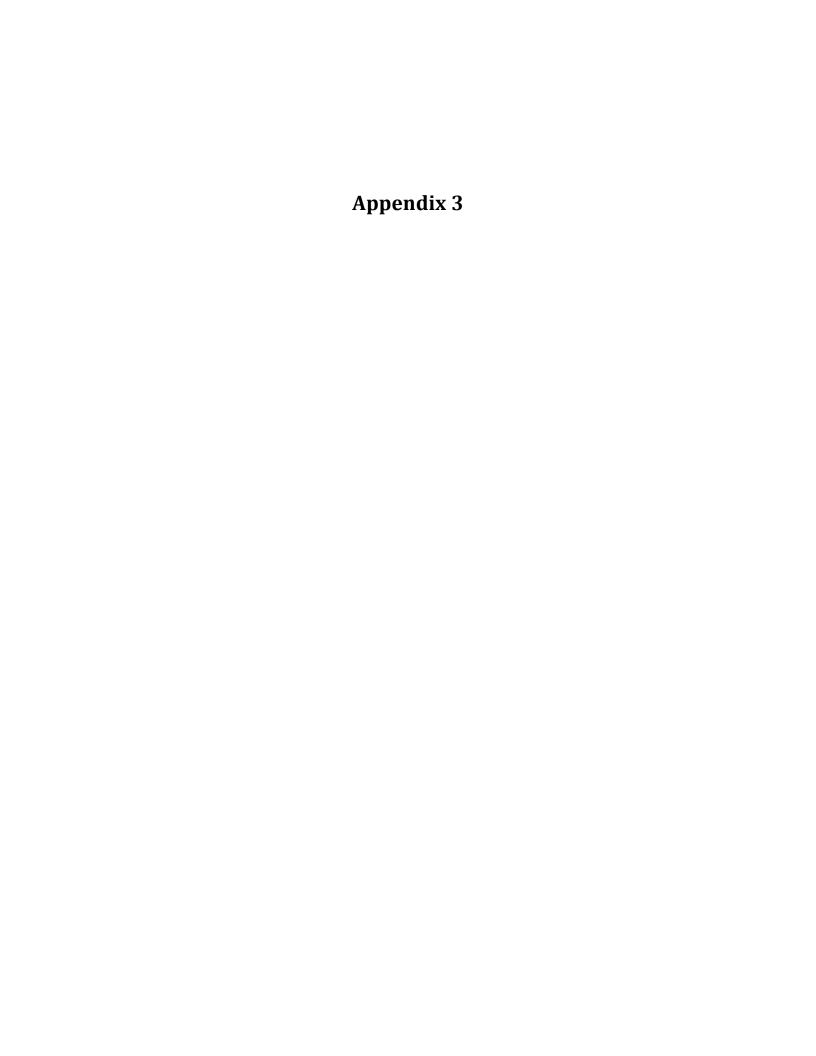
Please share this Plan with your senior management staff including your HR Director, AA/EEO Officer and Recruitment Manager. This Plan may also be accessed electronically at the CMS Diversity Enrichment Program web page at <a href="http://www.work.illinois.gov/diversityenglish.htm">http://www.work.illinois.gov/diversityenglish.htm</a>.

By working together on this initiative, we can achieve the objectives outlined in the Asian American Employment Plan and better serve the citizenry of our great state. If you have any questions or need additional information, please don't hesitate to contact Cory Foster at 312/814-2364 or Cory.Foster@illinois.gov.

Sincerely,

Malcolm E. Weems Director

Attachment



Agency:	Departmer	nt on Aging					
Director:	John K	. Holton, Ph.D.	EEO/AA Offic	er:	Sara Han		
Agency V	/orkforce:	131	Fiscal Year:	20	12		
COMPLIA	NCE CRITER	RIA					
<ol> <li>Met mi</li> <li>a. Min</li> <li>b. Fer</li> <li>Agency</li> <li>Appropriate</li> <li>Inclusion</li> </ol>	orities nales r's EEO/AA poriate EEO/AA on of agency's	iance criteria: olicy has been d training prograr	isseminated throughout the ns. the investigation of all inter	_	X	Not Met	N/A
		on complaints. f required report	S.		Х		
<ul><li>7. In an a with th directly</li><li>8. Agency who m duties</li><li>9. EEO C</li></ul>	gency with 1, e Director's a to the chief ear to the chie	000 employees, pproval of an EE executive officer. ewer than 1,000 full-time EEO Oency beyond those formed the dutie	documentation of the appo O Officer and that the pers	on rep EO Off other	orts ficer <b>X</b>		X
<u>AFFIRMA</u>	TIVE ACTIO	N PERFORMAN	<u>CE</u>				
Agency at	parity for all a	affirmative action	groups.				
FINDINGS	<u>3</u>						
Agency in	compliance	x	Agency in non-compl	iance			

NASA NISA NASA NI/A

**Agency:** Department of Agriculture

Acting Director: Bob Flider EEO/AA Officer: Brent Eggleston

Agency Workforce: 391 Fiscal Year: 2012

# **COMPLIANCE CRITERIA**

1. Existence of an approved plan.	
= approve plan	
2. Met minimum compliance criteria:	
a. Minorities *	
b. Females *	
3. Agency's EEO/AA policy has been disseminated throughout the agency.	
4. Appropriate EEO/AA training programs.	
5. Inclusion of agency's EEO Officer in the investigation of all internal and	
external discrimination complaints.	
6. Timely submission of required reports.	
7. In an agency with 1,000 employees, documentation of the appointment,	
with the Director's approval of an EEO Officer and that the person reports	X
directly to the chief executive officer.	
8. Agency employing fewer than 1,000 employees designate an EEO Officer	
who may serve as a full-time EEO Officer or be responsible for other	
duties within the agency beyond those of an EEO Officer.	
9 FEO Officer has performed the duties and responsibilities outlined in the	
Act and the Department's Rules.	

# <u>AFFIRMATIVE ACTION PERFORMANCE</u>

### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 16 African Americans, 1 Hispanic and 44 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 16 African Americans, 1 Hispanic and 44 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 16 African Americans, 1 Hispanic and 43 Females. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there was 1 opportunity that did not address this goal.

# **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 16 African Americans, 1 Hispanic and 43 Females. For minorities, during the quarter, there were 3 opportunities and 1 or 33% (1 Hispanic) addressed these goals. For Females, there was 1 opportunity that addressed this goal

### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 16 African Americans, 1 Hispanic and 44 Females For minorities, during the year, there were 4 opportunities and 1 or 25% (1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 2 or 67% the addressed this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	
	_		

<sup>\*</sup>There were too few opportunities to address minority and female goals.

<b>Agency:</b> Arts Counci	il				
Acting Executive Direc	ctor: Rhoda A. Pie	erce <b>EEO/AA</b>	Officer: Ron	mie Muñoz	
Agency Workforce:	15	Fiscal Y	'ear: 2012		
COMPLIANCE CRITER	<u>IA</u>				
<ol> <li>Existence of an approach.</li> <li>Met minimum compliana. Minorities b. Females</li> <li>Agency's EEO/AA pour sector of agency's external discrimination.</li> <li>Inclusion of agency's external discrimination.</li> <li>Timely submission of man agency with 1,0 with the Director's appropriate of the chief external discrimination.</li> <li>Agency employing few</li> </ol>	ance criteria:  olicy has been disset training programs. EEO Officer in the complaints. Frequired reports.  oncomployees, documents of an EEO Coxecutive officer.	investigation of all intering the sumentation of the appointmentation of the appointmentation and that the personal summary and the summary an	nal and X X intment, on reports	: Not Met	N/A
	full-time EEO Office ncy beyond those of	er or be responsible for of an EEO Officer.	other X		
Act and the Departme	ent's Rules.	•	ed in the X		
AFFIRMATIVE ACTION	I PERFORMANCE				
Agency at parity for all at	ffirmative action gro	oups.			
<b>FINDINGS</b>					
Agency in compliance	X	Agency in non-compli	ance		

**Agency:** Capital Development Board

**Executive Director:** Jim Underwood **EEO/AA Officer:** Heather Humphrey

Agency Workforce: 119 Fiscal Year: 2012

# **COMPLIANCE CRITERIA**

	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:	*		
	a. Minorities b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports			Х
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

### AFFIRMATIVE ACTION PERFORMANCE

### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans and 19 Females. For minorities, there were no opportunities to address this goal. For Females, there was 1 opportunity that addressed this goal. The agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 2 African Americans and 18 Females. For minorities, there were no opportunities to address this goal. For Females, there was 1 opportunity that addressed this goal.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 2 African Americans and 17 Females. For minorities, there were no opportunities to address this goal. For Females, there were no opportunities to address this goal.

# **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12 agency underutilization was 2 African Americans and 17 Females. For minorities there were no opportunities to address this goal. For Females, there was 1 opportunity that did not address this goal.

# SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans and 19 Females. For minorities, during the year there were no opportunities to address this goal. For Females, there were 3 opportunities and 2 or 67% addressed this goal. The agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

<sup>\*</sup>Too few opportunities to address the minority and female goals.

NASA NISA NASA NI/A

**Agency:** Department of Central Management Services

Acting Director: Malcolm Weems EEO/AA Officer: Fred V. Stewart, II

Agency Workforce: 1,567 Fiscal Year: 2012

# **COMPLIANCE CRITERIA**

		Met	Not Met	N/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities	X		
	b. Females	X		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and	Х		
	external discrimination complaints.	^		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports	X		
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other			X
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the	Х		
	Act and the Department's Rules.	^		

# **AFFIRMATIVE ACTION PERFORMANCE**

### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 8 African Americans, 8 Hispanics, 38 Females. For minorities, during this quarter, there were 7 opportunities and 2 or 29% (1 African American and 1 Hispanic) addressed these goals. For Females, there was 1 opportunity that did no address this goal. This agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 7 African Americans, 7 Hispanics, and 38 Females. For minorities, during this quarter, there were three opportunities and 2 or 67% (1African American and 1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 1 or 33% addressed this goal.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 6 African Americans, 6 Hispanics, and 37 Females. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there were 10 opportunities and 7 or 70% addressed this goal.

# **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 6 African Americans, 6 Hispanics, and 30 Females. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there was 1 opportunity that addressed this goal.

### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 8 African Americans, 8 Hispanics, and 38 Females. For minorities, during the year, there were 16 opportunities and 4 or 25% (2 African Americans and 2 Hispanics) addressed these goals. For Females, there were 15 opportunities and 9 or 60% addressed this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	X	Agency in non-compliance	

**Agency:** Department of Children and Family Services

Acting Director: Richard Calicia EEO/AA Officer: Debra Dyer

Agency Workforce: 2,827 Fiscal Year: 2012

# **COMPLIANCE CRITERIA**

	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:  a. Minorities  b. Females	X *		
	Agency's EEO/AA policy has been disseminated throughout the agency.	X X		
	Appropriate EEO/AA training programs.  Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8.	Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

# **AFFIRMATIVE ACTION PERFORMANCE**

### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 5 African Americans,11 Hispanics, 2 Females, and 42 Asians. For minorities, during this quarter, there were 27 opportunities and 7 or 26% (1 African American, 2 Hispanics and 4 Asians) addressed these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 4 African Americans, 9 Hispanics, 2 Females, and 38 Asians. For minorities, during this quarter, there were 12 opportunities and 3 or 25% (3 Asians) addressed these goals. For Females, there were no opportunities to address this goal.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 4 African Americans, 9 Hispanics, 2 Females, and 35 Asians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 Asian) addressed these goals. For Females, there were no opportunities to address this goal.

# **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 4 African Americans, 9 Hispanics, 2 Females, and 34 Asians. For minorities, during this quarter, there were 8 opportunities and 1 or 13% (1 Asian) addressed these goals. For Females, there were no opportunities to address this goal.

# **SUMMARY AFFIRMATIVE ACTION PERFORMANCE**

Agency underutilization at the beginning of FY12 was 5 African Americans, 11 Hispanics, 2 Females, and 42 Asians. For minorities, during the year, there were 53 opportunities and 12 or 23% (1 African American, 2 Hispanics and 9 Asians) addressed these goals. For Females, during the year, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	
RECOMMENDATIONS/CO	MMENTS		

<sup>\*</sup>There were no opportunities to address the female goal.

Agency: Civil Serv	vice Commission				
<b>Executive Director:</b>	Daniel Stralka	EEO/AA Officer:	Andre	ew Barris	
Agency Workforce:	4	Fiscal Year:	2012		
COMPLIANCE CRITE	<u>ERIA</u>				
<ol> <li>Existence of an apple of appl</li></ol>				Met Not Mo	et N/A
<ul><li>b. Females</li><li>3. Agency's EEO/AA</li><li>4. Appropriate EEO/A</li></ul>	AA training programs.	eminated throughout the ag	•	X X	
external discrimina 6. Timely submission	ation complaints. of required reports.	investigation of all internal cumentation of the appointn		X X	
with the Director's directly to the chief 8. Agency employing	approval of an EEO ( f executive officer. fewer than 1,000 emp	Officer and that the person in ployees designate an EEO	reports Officer		X
duties within the ag	gency beyond those c erformed the duties ar	er or be responsible for other of an EEO Officer. and responsibilities outlined in the contract of the contrac		x x	
AFFIRMATIVE ACTION					
<u> </u>	•	utilization because it has le lucted with a value of less tl			•
<u>FINDINGS</u>					
Agency in compliance	x	Agency in non-compliand	ce		

**Agency:** Department of Commerce and Economic Opportunity

Acting Director: David Vaught EEO/AA Officer: Victoria Dawn Benn

Agency Workforce: 391 Fiscal Year: 2012

# **COMPLIANCE CRITERIA**

1.	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:			
	a. Minorities	*		
	b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports			X
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

# AFFIRMATIVE ACTION PERFORMANCE

### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were no opportunities to address this goal.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there was 1 opportunity, and 1 or 100% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

# **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 1 African American, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

# **SUMMARY AFFIRMATIVE ACTION PERFORMANCE**

Underutilization at the beginning of FY12 was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during the year, there were 3 opportunities, 1 or 33% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	X	Agency in non-compliance	

### RECOMMENDATIONS/COMMENTS

\*The agency had too few opportunities to address the minority goals to consider for affirmative action evaluation and no opportunities to address female goals.

NASA NISA NASA NI/A

**Agency:** Commerce Commission

Acting Executive Director: Randy Nehrt EEO/AA Officer: Leigh Ann Myers

Agency Workforce: 250 Fiscal Year: 2012

# **COMPLIANCE CRITERIA**

		Met	Not Met	N/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities	*		
	b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and	Х		
	external discrimination complaints.	^		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports			X
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other	X		
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the	v		
	Act and the Department's Rules.	X		
	· · · · · · · · · · · · · · · · · · ·			

### AFFIRMATIVE ACTION PERFORMANCE

### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 3 African Americans, 1 Hispanic, 17 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there was 1 opportunity that did not address this goal. This agency is underutililized by 3 people with disabilities.

# SECOND THROUGH THIRD QUARTERS (10/1/11 THROUGH 3/31/12)

As of 10/1/11, agency underutilization was 3 African American, 1 Hispanic, 17 Females and 1 Asian. During these quarters, there were no opportunities to address minority or female goals. This agency is underutilized by 3 people with disabilities.

# **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 3 African Americans, 1 Hispanic, 17 Females, and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did no address this goal. For Females, there was 1 opportunity that did not address this goal. This agency is underutililized by 3 people with disabilities.

# **SUMMARY AFFIRMATIVE ACTION PERFORMANCE**

Underutilization at the beginning of FY12 was 3 African Americans, 1 Hispanic, 17 Females and 1 Asian. For minorities, during the year, there were 2 opportunities that did not address these goals. For Females, there were 2 opportunities that did not address this goal. This agency is underutililized by 3 people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	X	Agency in non-compliance	
RECOMMENDATIONS/COM	<u>IMENTS</u>		

<sup>\*</sup>There were too few opportunities to address the minority and female goals.

**Agency:** Department of Corrections

**Director:** Salvador Godinez **EEO/AA Officer:** Vickie Fair

Agency Workforce: 11,232 Fiscal Year: 2012

# **COMPLIANCE CRITERIA**

	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:  a. Minorities  b. Females	<b>X</b> *		
	Agency's EEO/AA policy has been disseminated throughout the agency. Appropriate EEO/AA training programs.	X X		
	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8.	Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

# **AFFIRMATIVE ACTION PERFORMANCE**

### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 53 African Americans, 62 Hispanics, 1,041 Females, 43 Asians and 3 Native Americans. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For Females, there were 3 opportunities and 3 or 100% addressed this goal. This agency is underutilized by 222 people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 53 African Americans, 62 Hispanics, 1,038 Females, 43 Asians and 3 Native Americans. For minorities, during this quarter, there were 10 opportunities and 1 or 10% (1 Asian) addressed these goals. For Females, there were 6 opportunities and 1 or 17% addressed this goal. This agency is underutililized by 222 people with disabilities.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 53 African Americans, 62 Hispanics, 1,037 Females, 42 Asians and 3 Native Americans. For minorities, during this quarter, there were 34 opportunities and 9 or 26% (5 African Americans, 2 Hispanics and 2 Asians) addressed these goals. For Females, there were 87 opportunities and 40 or 46% addressed this goal. This agency is underutililized by 222 people with disabilities.

# **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 48 African Americans, 60 Hispanics, 997 Females, 40 Asians and 3 Native Americans. For minorities, during this quarter, there were 15 opportunities and 3 or 20% (1 Hispanic and 2 Asians) addressed these goals. For Females, there were 80 opportunities and 16 or 20% addressed this goal. This agency is underutililized by 220 people with disabilities.

### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 53 African Americans, 62 Hispanics, 1,041 Females, 43 Asians and 3 Native Americans. For minorities, during the year, there were 63 opportunities and 13 or 21% (5 African Americans, 3 Hispanics and 5 Asians) addressed these goals. For Females, there were 176 opportunities and 60 or 34% addressed this goal. This agency is underutililized by 220 people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	X	Agency in non-compliance	

### RECOMMENDATIONS/COMMENTS

\*The agency did not meet the minimum compliance criteria for females (37%) due to the fact that there are few females in the applicant pool. Furthermore, when reviewing the female and male hiring data both are hired at a comparable rate. The agency continued to make a good faith effort recruiting females.

Agency: Council on	Developmental Disab	illues			
<b>Executive Director:</b>	Sheila Romano	EEO/AA Officer:	Janinna He	endricks	
Agency Workforce:	8	Fiscal Year: 2	2012		
COMPLIANCE CRITER	<u>IA</u>				
<ol> <li>Existence of an approx</li> <li>Met minimum complia</li> </ol>	•		Met <b>X</b>	Not Met	N/A
a. Minorities b. Females	ance cinena.		*		
<ol> <li>Agency's EEO/AA po</li> <li>Appropriate EEO/AA</li> </ol>	training programs.	inated throughout the age	X		
external discrimination	on complaints.	vestigation of all internal a	<b>X</b>		
•	000 employees, docun	nentation of the appointmeticer and that the person re			X
who may serve as a		yees designate an EEO C or be responsible for othe an EEO Officer.			
•	ormed the duties and	responsibilities outlined in	the X		
AFFIRMATIVE ACTION	PERFORMANCE				
		lization because it has les ted with a value of less th			
<u>FINDINGS</u>					
Agency in compliance	$ \mathbf{x} $	Agency in non-compliance	9		

<b>Agency:</b> Cr	iminal Justic	e Information Au	thority				
Executive Dire	ector: Jacl	k Cutrone	EEO/AA Officer:	: Edith	Felici	ano	
Agency Workf	orce: 6	0	Fiscal Year:	2012			
COMPLIANCE	CRITERIA						
<ol> <li>Appropriate</li> <li>Inclusion of external dis</li> <li>Timely subn</li> <li>In an agenc with the Dire directly to th</li> <li>Agency emp who may se duties within</li> <li>EEO Officer</li> </ol>	m compliances  EO/AA policy EEO/AA trainagency's EE crimination consission of received with 1,000 ector's appropriate chief exectory as a full- on the agency	has been disserning programs. O Officer in the implaints. It is a property of an EEO Outive officer. Ithan 1,000 emptime EEO Office beyond those of ed the duties an	minated throughout the agnivestigation of all internal umentation of the appoint fficer and that the person loyees designate an EEO of the responsible for other an EEO officer.	I and ment, reports Officer ner	Met X X X X X X	Not Met	N/A
<u>AFFIRMATIVE</u>	ACTION PE	RFORMANCE					
Agency is at pa	rity for all aff	irmative action g	roups.				
<u>FINDINGS</u>							
Agency in com	pliance	x	Agency in non-complian	ice			

Agency:	Deaf and H	ard of Hearing (	Commission				
Director:	John Mil	ler	EEO/AA Officer:	Tonia	a Boge	ner	
Agency Wo	orkforce:	7	Fiscal Year:	2012			
COMPLIAN	CE CRITER	<u>IA</u>					
	e of an appro mum complia rities				Met X *	Not Met	N/A
4. Appropri	s EEO/AA po ate EEO/AA	training progran	sseminated throughout the agns. the investigation of all internal		X X		
external 6. Timely so 7. In an age	discrimination discrimination of ency with 1,0	n complaints. required report 00 employees,	s. documentation of the appointr	ment,	X X		
directly t 8. Agency 6	o the chief exemploying fe	xecutive officer.	O Officer and that the person employees designate an EEO fficer or be responsible for oth	Officer	X		X
duties will 9. EEO Offi	ithin the agei	ncy beyond thos ormed the duties	se of an EEO Officer. s and responsibilities outlined		X		
<u>AFFIRMATI</u>	IVE ACTION	PERFORMAN	<u>CE</u>				
_	•	•	ate utilization because it has le onducted with a value of less t				•
<u>FINDINGS</u>							
Agency in c	ompliance	x	Agency in non-complian	ce			

Agency:	Educational L	abor Relations	s Board			
Chairman:	Lynne Sere	ed	EEO/AA Officer:	Eileen Bre	ennan	
Agency Wo	rkforce:	12	Fiscal Year: 2	012		
COMPLIAN	CE CRITERIA					
<ol> <li>Met mining a. Minor b. Fema</li> <li>Fema</li> <li>Agency's</li> <li>Appropriates</li> <li>Inclusion external external</li></ol>	les EEO/AA police ate EEO/AA transfer of agency's Ele discrimination of reserve with 1,000 Director's appropriate the chief exemploying fewer a serve as a full thin the agency	y has been distining program EO Officer in the complaints. Quired reports oval of an EEO cutive officer. In the than 1,000 electime EEO Officer beyond those ned the duties	he investigation of all internal ar	x x x x ent, ports	Not Met	N/A
<u>AFFIRMATI</u>	VE ACTION P	ERFORMANO	<u>CE</u>			
	•		te utilization because it has less inducted with a value of less tha			-
<u>FINDINGS</u>						
Agency in co	ompliance	$ \mathbf{x} $	Agency in non-compliance			

NASA NISA NASA NI/A

**Agency:** Emergency Management Agency

**Director:** Jonathan E. Monken **EEO/AA Officer:** Kevin Moore

Agency Workforce: 212 Fiscal Year: 2012

# **COMPLIANCE CRITERIA**

		Met	Not Met	N/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities	*		
	b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and	Х		
	external discrimination complaints.	^		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports			X
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other	X		
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the	v		
	Act and the Department's Rules.	X		
	·			

# **AFFIRMATIVE ACTION PERFORMANCE**

# FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 African American, 1 Hispanic and 9 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 1 African American, 1 Hispanic and 8 Females. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there were 4 opportunities, 2 or 50% addressed this goal.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 1 African American, 1 Hispanic and 6 Females. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

As of 4/1/12, agency underutilization was 1 Hispanic and 6 Females. For minorities, during this quarter, there were no opportunities to address this goal. For females, there were no opportunities to address this goal.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 1 African American, 1 Hispanic and 9 Females. For minorities, during the year, there were 2 opportunities and 1 or 50% (1 African American) addressed these goals. For Females, there were 5 opportunities and 3 or 60% addressed these goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

<sup>\*</sup>There were too few opportunities to address the minority and female goals.

**Agency:** Department of Employment Security

**Director:** Jay R. Rowell **EEO/AA Officer:** Carlos Charneco

Agency Workforce: 1,533 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:  a. Minorities	*		
	b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8.	Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

### **AFFIRMATIVE ACTION PERFORMANCE**

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during this quarter, there was one opportunity that did not address these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

# SECOND THROUGH THIRD QUARTERS (10/1/11 THROUGH 3/31/12)

As of 10/1/11, agency underutilization was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during these quarters, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

# **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there were no opportunities to address this goal.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during the year, there were 2 opportunities that did not address these goals. For Females, there were no opportunities that addressed this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

# **RECOMMENDATIONS/COMMENTS**

\*There were too few opportunities to address the minority goals and no opportunities to address the female goals.

**Agency:** Environmental Protection Agency

Interim Director: John J. Kim EEO/AA Officer: Jill Johnson

Agency Workforce: 844 Fiscal Year: 2012

## **COMPLIANCE CRITERIA**

		Met	Not Met	N/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities	X		
	b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and	Х		
	external discrimination complaints.	^		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports			X
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other	X		
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the	v		
	Act and the Department's Rules.	X		

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginng of FY12 was 11 African Americans, 3 Hispanics, 99 Females and 1 Asian. For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 1 or 33% addressed this goal. This agency is at parity for people with disabilities.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 11 African Americans, 2 Hispanics, 98 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

### THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 10 African Americans, 2 Hispanics, 98 Females and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

As of 4/1/12, agency underutilization was 10 African Americans, 2 Hispanics, 98 Females and 1 Asian. For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For Females, there were 4 opportunities and 1 or 25% addressed this goal.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginng of FY12 was 11 African Americans, 3 Hispanics, 99 Females and 1 Asian. For minorities, during the year, there were 9 opportunities and 3 or 33% (2 African Americans and 1 Hispanic) addressed these goals. For Females, there were too few opportunities to address this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

<sup>\*</sup>There were too few opportunities to address the female goals.

NASA NISA NASA NI/A

**Agency:** Department of Financial and Professional Regulation

Acting Secretary: Manny Flores EEO/AA Officer: Vivian Toliver

Agency Workforce: 461 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

	Met	Not Met	N/A
Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	Χ		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency	. <b>X</b>		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and	Χ		
external discrimination complaints.	^		
Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment,			
with the Director's approval of an EEO Officer and that the person repor	ts		X
directly to the chief executive officer.			
8. Agency employing fewer than 1,000 employees designate an EEO Offic	er		
who may serve as a full-time EEO Officer or be responsible for other	Χ		
duties within the agency beyond those of an EEO Officer.			
9. EEO Officer has performed the duties and responsibilities outlined in the	) <sub>V</sub>		
Act and the Department's Rules.	X		

#### **AFFIRMATIVE ACTION PERFORMANCE**

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 9 Females and 7 Asians. For minorities, during this quarter, there were 34 opportunities that did not address these goals. For Females, there were 2 opportunities and 2 or 100% addressed this goal. This agency is at parity for people with disabilities.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 2 African Americans, 11 Hispanics, 7 Females and 7 Asians. For minorities, during this quarter, there were 9 opportunities and 2 or 22% (2 Hispanics) addressed these goals. For Females, there were no opportunities to address this goal.

## THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 2 African Americans, 9 Hispanics, 7 Females and 7 Asians. For minorities, during this quarter, there were 7 opportunities and 2 or 29% (1 African American and 1 Hispanic) address these goals. For Females, there were no opportunities to address this goal.

As of 4/1/12, agency underutilization was 1 African American, 8 Hispanics, 7 Females and 7 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there were no opportunities to address this goal.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 9 Females and 7 Asians. For minorities, during the year, there were 19 opportunities and 4 or 21% (1 African American and 3 Hispanics) addressed these goals. For Females, there were 2 opportunities and 2 or 100% addressed this goal. This agency at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

<sup>\*</sup>There were too few opportunities to address the female goal.

NASA NISA NASA NI/A

**Agency:** Office of the State Fire Marshal

Fire Marshal: Larry Matkaitis EEO/AA Officer: Jodi Schrage

Agency Workforce: 121 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

X

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 5 African Americans, 1 Hispanic and 10 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

# SECOND THROUGH THIRD QUARTERS (10/1/11 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 5 African Americans, 1 Hispanic and 9 Females. During these quarters there were no opportunities to address the minority and female goals.

# FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 5 African Americans, 1 Hispanic and 9 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 5 African Americans, 1 Hispanic and 10 Females. For minorities, during the year, there were no opportunities to address these goals. For Females, there were 2 opportunities and 2 or 100% addressed these goals. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

# **RECOMMENDATIONS/COMMENTS**

\*There were no opportunities to address the minority goals and too few opportunities to address the female goals.

**Agency:** Gaming Board

Administrator: Mark Ostrowski EEO/AA Officer: Karen Weathers

Agency Workforce: 142 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:	*		
	a. Minorities b. Females	X		
3	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
	Appropriate EEO/AA training programs.	X		
	Inclusion of agency's EEO Officer in the investigation of all internal and			
٠.	external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports			X
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other	X		
_	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 Hispanic, 10 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is underutililized by 1 person with a disability.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 1 Hispanic, 9 Females and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is underutililized by 1 person with a disability.

## THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 1 Hispanic, 9 Females and 1 Asian. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For Females, there were 4 opportunities and 4 or 100% addressed this goal. This agency is underutililized by 1 person with a disability.

As of 4/1/12, agency underutilization was 1 Hispanic, 5 Females, and 1 Asian. For minorities, during this quarter, there were 3 opportunities and 1 or 33% (1 Asian) addressed these goals. For Females during this quarter, there were 4 opportunities that did not address this goal. This agency is underutililized by 1 person with a disability.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 1 Hispanic, 10 Females and 1 Asian. For minorities, during the year, there were 8 opportunities and 1 or 13% (1 Asian) addressed these goals. For Females, there were 9 opportunities and 5 or 56% addressed these goals. This agency is underutililized by 1 person with a disability.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

<sup>\*</sup>There were too few opportunities to address minority goals.

Agency:	Guardianshi	ip and Advocacy	Commission				
Director:	Dr. Mary	L. Milano	EEO/AA Offic	er: Te	dd Ward	, Jr.	
Agency Wo	rkforce:	104	Fiscal Year:	2012			
COMPLIAN	CE CRITERI	<u>A</u>					
<ol> <li>Met mining a. Minor b. Femands. Agency's 4. Appropriation of the section of the sec</li></ol>	les EEO/AA pole ate EEO/AA to of agency's discrimination ubmission of ency with 1,00 Director's app of the chief exemploying few of serve as a forthin the agen	licy has been distraining programs EEO Officer in the complaints. required reports. 00 employees, decutive officer. Wer than 1,000 employees than 1,000 employees beyond those	ne investigation of all inter  ocumentation of the appo Officer and that the pers  mployees designate an E icer or be responsible for e of an EEO Officer.	rnal and sintment, son reports EO Officer other		Not Met	N/A
	cer has perfo the Departme		and responsibilities outlin	ed in the	X		
<u>AFFIRMATI</u>	VE ACTION	PERFORMANC	<u>E</u>				
FIRST THR	OUGH FOUF	RTH QUARTERS	S (7/1/11 THROUGH 6/30	)/12)			
•	s to address		of FY12 was 1 Asian. Fogency is at parity for Fem				y for
<u>FINDINGS</u>							
Agency in co	ompliance	x	Agency in non-compl	iance			

<sup>\*</sup>No opportunities to address the minority goal.

**Agency:** Department of Healthcare & Family Services

**Director:** Julie Hamos **EEO/AA Officer:** Derrick Davis

Agency Workforce: 2,082 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:		V	
	a. Minorities b. Females	Х	X	
3	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
	Appropriate EEO/AA training programs.	X		
	Inclusion of agency's EEO Officer in the investigation of all internal and			
	external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports	X		
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other			X
^	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

#### **AFFIRMATIVE ACTION PERFORMANCE**

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 4 African Americans, 7 Hispanics, 1 Female and 7 Asians. For minorities, during this quarter, there were 3 opportunities that did not addressd these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 4 African Americans, 7 Hispanics, 1 Female and 7 Asians. For minorities, during this quarter, there were 8 opportunities and 1 or 13% (1 African American) addressed these goals. For Females, there was 1 opportunity that addressed this goal. Agency achieved parity for Females.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 3 African Americans, 7 Hispanics and 7 Asians. For minorities, during this quarter, there were 7 opportunities and 1 or 14% (1 Hispanic) addressed these goals.

As of 4/1/12, agency underutilization was 3 African American, 6 Hispanics and 7 Asians. For minorities, during this quarter, there were 7 opportunities and 1 or 14% (1 Hispanic) addressed these goals.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 4 African Americans, 7 Hispanics, 1 Female and 7 Asians. During the year, there were 20 opportunities and 3 or 15% (2 African Americans and 1 Hispanic) addressed these goals. This agency achieved parity for Females. The agency is at parity for people with disabilities.

<u>FINDINGS</u>		
Agency in compliance	Agency in non-compliance	X

#### **RECOMMENDATIONS/COMMENTS**

The agency did not meet the minimum compliance criteria for minorities (21%) and the Department recommends that the agency establish a training program in accordance with Section 7-105(H) of the Human Rights Act and in cooperation with the Department of Central Management Services. Accordingly, the Department of Central Management Services will be notified of the need to establish this training program.

NASA NISA NASA NI/A

**Agency:** Historic Preservation Agency

**Director:** Amy Martin **EEO/AA Officer:** Dawn DeFraties

Agency Workforce: 176 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

		Met	Not Met	N/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities	*		
	b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and	Х		
	external discrimination complaints.	^		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports			X
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other	X		
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the	Χ		
	Act and the Department's Rules.	٨		

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 7 Females, and 1 Asian. For minorities, during the quarter, there were 3 opportunities that did not address these goals. For Females, there were no opportunities to address this goal. This agency is underutililized by one person with a disability.

## SECOND THROUGH FOURTH QUARTERS (10/1/11 THROUGH 6/30/12)

As of 10/1/11, agency underutilization was 2 African Americans 7 Females, and 1 Asian. For minorities, during these quarters, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is underutililized by one person with a disability.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 7 Females, and 1 Asian. For minorities, during the year, there were 3 opportunities that did not address this goal. For Females, there were no opportunities to address this goal. This agency is underutililized by one person with a disability.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

# RECOMMENDATIONS/COMMENTS

\*There were too few opportunities to address the minority goals and no opportunity to address the female goals.

Agency:

**Human Rights Commission** 

\*No opportunities to address the minority goal.

<b>Executive Director:</b>	N. Keith Chambers	EEO/AA Officer:	Dr. E	Ewa I.	Ewa			
Agency Workforce:	21	Fiscal Year:	2012					
COMPLIANCE CRITE	COMPLIANCE CRITERIA							
<ol> <li>Appropriate EEO/A/</li> <li>Inclusion of agency external discriminated. Timely submission of an agency with 1 with the Director's adirectly to the chiefed. Agency employing from who may serve as a duties within the agency external discrete.</li> </ol>	liance criteria:  policy has been disseming training programs. Is EEO Officer in the invention complaints. In required reports. If you amployees, document approval of an EEO Officer executive officer. If ewer than 1,000 employers full-time EEO Officer or ency beyond those of an efformed the duties and reformed the du	estigation of all internal entation of the appointrer and that the person ees designate an EEO be responsible for other EEO Officer.	ment, reports Officer	Met X X X X X	Not Met	N/A		
AFFIRMATIVE ACTIO	N PERFORMANCE							
FIRST THROUGH FO	URTH QUARTERS (7/1/	/11 THROUGH 6/30/12	<u>?</u> )					
were no opportunities t	Agency underutilization at the beginning of FY12 was 1 African American. During these quarters there were no opportunities to address the minority goal. The agency is at parity for Females. This agency is at parity for people with disabilities.							
<u>FINDINGS</u>								
Agency in compliance	X A	gency in non-complian	ce					
RECOMMENDATIONS	S/COMMENTS							

Agency:

Department of Human Rights

RECOMMENDATIONS/COMMENTS

\*There were no opportunities to address the minority goal.

Director:	Rocco J. C	Claps	EEO/AA Officer:	Miche	elle Dir	ksen	
Agency Work	force:	139	Fiscal Year:	2012			
COMPLIANCE	CRITERIA	<u>.</u>					
<ol> <li>Appropriate</li> <li>Inclusion of external dis</li> <li>Timely subs</li> <li>In an agend with the Dir directly to t</li> <li>Agency em who may so duties within</li> <li>EEO Office</li> </ol>	im compliantes  EO/AA police EEO/AA tra agency's Electrimination mission of rector's apprector's apprectories as a full on the agency	ce criteria:  by has been disservationing programs.  EO Officer in the incomplaints.  equired reports.  Demployees, document of an EEO Officer.  Ber than 1,000 emplayment in the EEO Officer.  Ber than 1,000 emplayment in the EEO Officer.  By beyond those of med the duties an	minated throughout the ag investigation of all internal umentation of the appointn officer and that the person of ployees designate an EEO or or be responsible for other of an EEO Officer. Ind responsibilities outlined	and nent, reports Officer er	Met X X X X X X X X X	Not Met	N/A
AFFIRMATIVE	ACTION P	PERFORMANCE					
FIRST THROU	IGH FOURT	TH QUARTERS (7	7/1/11 THROUGH 6/30/12	)			
Agency underutilization at the beginning of FY12 was 1 Hispanic. During these quarters, there were no opportunities to address the minority goal. This agency is at parity for Females. This agency is at parity for people with disabilities.							
<b>FINDINGS</b>							
Agency in com	pliance	x	Agency in non-compliand	ce			

**Agency:** Department of Human Services

Secretary: Michelle R. B. Saddler EEO/AA Officer: Anna D'Ascenzo

Agency Workforce: 12,874 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

1.	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:			
	a. Minorities	*	X	
_	b. Females			
	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports	Χ		
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other			X
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

## <u>AFFIRMATIVE ACTION PERFORMANCE</u>

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 22 African Americans, 98 Hispanics, 10 Females, 25 Asians and 5 Native Americans. For minorities, during this quarter, there were 13 opportunities and 2 or 15% (1 Asian and 1 Hispanic) addressed these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 22 African Americans, 97 Hispanics, 9 Females, 24 Asians and 5 Native Americans. For minorities, during this quarter, there were 13 opportunities which did not address these goals. For Females, there were no opportunities to address this goal.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 22 African Americans, 97 Hispanics, 9 Females, 24 Asians and 5 Native Americans. For minorities, during this quarter, there were 6 opportunities and 2 or 33% (2 Hispanics) addressed these goals. For Females, there were no opportunities to address this goal.

As of 4/1/12, agency underutilization was 22 African Americans, 95 Hispanics, 9 Females, 24 Asians and 5 Native Americans. For minorities, during this quarter, there were 5 opportunities and 2 or 40% (1 Asian and 1 Hispanic) addressed these goals. For Females, there were no opportunities to address this goal.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 22 African Americans, 98 Hispanics, 10 Females, 25 Asians and 5 Native Americans. For minorities, during the year, there were 37 opportunities and 6 or 16% (4 Hispanics and 2 Asian) addressed these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	X	Agency in non-compliance	

#### **RECOMMENDATIONS/COMMENTS**

This agency is at parity for people with disabilities and continued to hire during the year through the Successful Disability Opportunities program. There was only 1 opportunity to address the female goals, which addressed these goals. The agency failed to meet the Department of Human Rights' standard for minority goals, 21%, however, the agency made a good faith effort in regards to minority recruitment. For that reason, the agency is in compliance with DHR's affirmative action requirements.

Met Not Met N/A

**Agency:** Department of Insurance

**Director:** Andrew Boron **EEO/AA Officer:** Eve Blackwell-Lewis

Agency Workforce: 246 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

		iviet	NOT MET	IN/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities	*		
	b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and	X		
	external discrimination complaints.	<b>A</b>		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports			X
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other	X		
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the	V		
	Act and the Department's Rules.	X		
	·			

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 3 Hispanics and 7 Females For minorities, during this quarter, there were 2 opportunities and 1 or 50% (1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 3 or 100% addressed this goal. This agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 2 African Americans, 2 Hispanics and 7 Females. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed these goals. For Females, there were no opportunities to address this goal.

# THIRD THROUGH FOURTH QUARTERS (1/1/12 THROUGH 6/30/12)

As of 1/1/12, agency underutilization was 2 African Americans, 1 Hispanic and 4 Females. For minorities, during these quarters, there was no opportunities to address these goals. For Females, there were no opportunities to address this goal.

#### **SUMMARY AFFIRMATIVE ACTION PERFORMANCE**

Agency underutilization at the beginning of FY12 was 2 African Americans, 3 Hispanics and 7 Females. For minorities, during the year, there were 3 opportunities and 2 or 67% (2 Hispanics) addressed these goals. For Females, there were 5 opportunities and 5 or 100% addressed this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>					
Agency in compliance	X	Agency in non-compliance			
RECOMMENDATIONS/COMMENTS					

<sup>\*</sup>There were too few opportunities to address underutilization.

Agency: State Board of Investment				
Executive Director: William R. Atwood	EEO/AA Officer:	Katherine /	A. Spinato	
Agency Workforce: 11	Fiscal Year: 2	012		
COMPLIANCE CRITERIA				
<ol> <li>Existence of an approved plan.</li> <li>Met minimum compliance criteria:         <ul> <li>a. Minorities</li> </ul> </li> </ol>		Met X X	Not Met	N/A
<ul><li>b. Females</li><li>3. Agency's EEO/AA policy has been dissemir</li><li>4. Appropriate EEO/AA training programs.</li><li>5. Inclusion of agency's EEO Officer in the investigation.</li></ul>		X		
<ul><li>external discrimination complaints.</li><li>6. Timely submission of required reports.</li><li>7. In an agency with 1,000 employees, docum with the Director's approval of an EEO Office</li></ul>	• •	<b>X</b> ent,		X
directly to the chief executive officer.  8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.				
<ol><li>EEO Officer has performed the duties and r Act and the Department's Rules.</li></ol>	esponsibilities outlined in	the X		
AFFIRMATIVE ACTION PERFORMANCE				
This agency is at parity for all affirmative action	groups.			
FINDINGS  Agency in compliance X A	gency in non-compliance			

Mot Not Mot N/A

Agency: Department of Juvenile Justice

Director: Arthur Bishop Interim EEO/AA Officer: Vickie Fair

Agency Workforce: 1,210 Fiscal Year: 2012

## **COMPLIANCE CRITERIA**

		wet	Not Met	IN/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities	X		
	b. Females	X		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6.	Timely submission of required reports.	Χ		
	In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports		*	
8.	directly to the chief executive officer.  Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 5 African Americans, 4 Hispanics, 168 Females and 32 Asians For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 4 African Americans, 4 Hispanics, 168 Females and 32 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Asian) addressed these goals. For Females, there was 1 opportunity that addressed this goal.

## THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 4 African Americans, 4 Hispanics, 167 Females and 31 Asians. For minorities, during this quarter, there were 9 opportunities and 1 or 11% (1 Asian) addressed these goals. For Females, there were 27 opportunities and 13 or 48% addressed this goal.

As of 4/1/12, agency underutilization was 4 African Americans, 4 Hispanics, 129 Females and 30 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 5 African Americans, 4 Hispanics, 168 Females and 32 Asians. For minorities, during the year, there were 14 opportunities and 3 or 21% (1 African American and 2 Asians) addressed these goals. For Females, there were 28 opportunities and 14 or 50% addressed this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	X	Agency in non-compliance	

#### **RECOMMENDATIONS/COMMENTS**

\*The agency uses an EEO/AA officer from another agency. Per the Human Rights Act, Section 2-105 (b)(4) and DHR rules, Section 2520.780, agencies with 1,000 or more employees must appoint a full-time EEO/AA officer, subject to DHR's approval. The agency should designate an individual as EEO/AA officer as indicated in the Act and Rules.

Agency:

Department of Labor

\*There were no opportunities to address the female goal.

Director:	Joseph C	ostigan	EEO/AA Offi	cer:	Ron V	Villis		
Agency Work	orce:	93	Fiscal Year:	20	012			
COMPLIANCE	CRITERIA	<u>A</u>						
<ol> <li>Appropriate</li> <li>Inclusion of external dis</li> <li>Timely subr</li> <li>In an agend with the Dir directly to th</li> <li>Agency emply who may see duties within</li> </ol>	m compliants  EO/AA political  EEO/AA to agency's Escrimination of rector's approper chief exploying few propers and the agent of the agent of the propers.	icy has been disseraining programs. EEO Officer in the complaints. required reports. Of employees, doctoroval of an EEO officer. Wer than 1,000 emull-time EEO Officey beyond those commed the duties a	eminated throughout the investigation of all intection of the apposition of the apposition and that the persployees designate an Eer or be responsible for an EEO Officer.	ointme son rep EEO Of	ncy. nd nt, ports fficer	Met X X X X X X X X X X	Not Met	N/A
	•	PERFORMANCE						
			•	0/4.0\				
			( <i>7/1/11</i> THROUGH 6/3	•				
	opportunitie	es to address this	FY12 was 3 Females. goal. This agency is a					
<u>FINDINGS</u>								
Agency in com	pliance	X	Agency in non-comp	liance				
RECOMMEND	ATIONS/C	COMMENTS						

Agency: Labor Re	elations Board					
<b>Executive Director:</b>	John Brosnan	EEO/AA Officer:	Carla	a Ston	е	
Agency Workforce:	19	Fiscal Year:	2012			
COMPLIANCE CRITE	<u>ERIA</u>					
<ol> <li>Appropriate EEO/A</li> <li>Inclusion of agency external discrimina</li> <li>Timely submission</li> <li>In an agency with 1 with the Director's directly to the chief</li> <li>Agency employing who may serve as duties within the agency</li> </ol>	policy has been dissent A training programs. y's EEO Officer in the interior complaints. of required reports. 1,000 employees, document a full-time EEO Officer gency beyond those of erformed the duties and	ninated throughout the ag nvestigation of all internal imentation of the appointn fficer and that the person in loyees designate an EEO or or be responsible for other an EEO Officer. Id responsibilities outlined	and nent, reports Officer er	Met X X X X X X	Not Met	N/A
AFFIRMATIVE ACTION						
This agency is at parit	y for all affirmative acti	on groups.				
<u>FINDINGS</u>						
Agency in compliance	X	Agency in non-compliand	ce			
RECOMMENDATION	S/COMMENTS					

Agency: Law E	nforcement Training and	d Standards Board			
<b>Executive Directo</b>	r: Kevin McClain	EEO/AA Officer:	: Larry Smi	th	
Agency Workforc	<b>e</b> : 16	Fiscal Year:	2012		
COMPLIANCE CR	<u>ITERIA</u>				
<ol> <li>Appropriate EEG</li> <li>Inclusion of age external discrime</li> <li>Timely submission</li> <li>In an agency wire with the Director directly to the close Agency employing who may serve duties within the</li> <li>EEO Officer has Act and the Deposition</li> </ol>	AA policy has been dissency's EEO Officer in the sination complaints. It is approval of an EEO officer. In the sination complaints in the sination of required reports. It is approval of an EEO officer in the sination complaints. It is approval of an EEO officer in the secutive officer. In the secutive officer is a full-time EEO Officer in the secutive officer in the secutive officer. In the secutive of the secu	cumentation of the appoints Officer and that the person uployees designate an EEO eer or be responsible for oth of an EEO Officer. Ind responsibilities outlined	I and X X Ment, reports Officer ner X	Not Met	N/A
AFFIRMATIVE AC	TION PERFORMANCE				
This agency is at p	arity for all affirmative ad	ction groups.			
FINDINGS  Agency in complian	nce X	Agency in non-complian	nce		

Agency: Medical District Commissi	on	
Executive Director: Warren Ribley	EEO/AA Officer:	Mark S. Jamil
Agency Workforce: 10	Fiscal Year: 2	012
COMPLIANCE CRITERIA		
<ol> <li>Existence of an approved plan.</li> <li>Met minimum compliance criteria:         <ul> <li>a. Minorities</li> <li>b. Females</li> </ul> </li> </ol>		Met Not Met N/A X *
<ol> <li>Agency's EEO/AA policy has been of the second of the second</li></ol>	ams. In the investigation of all internal ar	ncy. X
<ol> <li>In an agency with 1,000 employees with the Director's approval of an E directly to the chief executive office</li> <li>Agency employing fewer than 1,000 who may serve as a full-time EEO duties within the agency beyond the</li> <li>EEO Officer has performed the duties</li> </ol>	ports X  Ifficer X	
Act and the Department's Rules.  AFFIRMATIVE ACTION PERFORMAN  *This agency was not required to calcute the EEO job categories. Any analysis	late utilization because it has less	s than five employees in any of
unreliable.  FINDINGS		
Agency in compliance X	Agency in non-compliance	
RECOMMENDATIONS/COMMENTS		

Met Not Met N/A

**Agency:** Department of Military Affairs

Major General: Dennis L. Celletti EEO/AA Officer: Ruth Moenck

Agency Workforce: 223 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

		wet	Not iviet	IN/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities	*		
	b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and	Х		
	external discrimination complaints.	^		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports			X
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other	Χ		
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the			
٠.	Act and the Department's Rules.	X		

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST THROUGH SECOND QUARTERS (7/1/11 THROUGH 12/31/12)

Agency underutilization at the beginning of FY12 was 1 African American and 25 Females. For minorities, during these quarters, there were no oportunities to address this goal. For Females, during these quarters, there were no oportunities to address this goal. This agency is at parity for people with disabilities.

## **THIRD QUARTER (1/1/12 THROUGH 3/31/12)**

As of 10/1/11, agency underutilization was 1 African American and 25 Females. For minorities, during this quarter, there were no opportunities to address this goal. For females, there was 1 opportunity that did not address this goal.

### **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 1 African American and 25 Females. For minorities, during this quarter, there were no opportunities to address this goal. For Females, there were 2 opportunities that did not address this goal.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 1 African American and 25 Females. For minorities, during the year, there were no opportunities to address this goal. For Females, there were 3 opportunities that did not address this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>				
Agency in compliance	X	Agency in non-compliance		
DECOMMENDATIONS/COMMENTS				

<sup>\*</sup>There were too few opportunities to address the minority and female goals.

**Agency:** Department of Natural Resources

**Director:** Marc Miller **EEO/AA Officer:** Gloria Williams

Agency Workforce: 964 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:  a. Minorities		X	
	b. Females	X	X	
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8.	Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

## <u>AFFIRMATIVE ACTION PERFORMANCE</u>

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 35 African Americans, 14 Hispanics, 169 Females and 2 Asians. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there were 4 opportunities and 1 or 25% addressed this goal. This agency is at parity for people with disabilities.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 35 African Americans, 14 Hispanics, 168 Females and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

# THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 35 African Americans, 14 Hispanics, 168 Females and 2 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were 3 opportunities and 2 or 67% addressed this goal.

As of 4/1/12, agency underutilization was 35 African Americans, 14 Hispanics, 166 Females and 2 Asians. For minorities, during this quarter, there were 6 opportunities and 2 or 33% (1 African American and 1 Asian) addressed these goals. For Females, there were 3 opportunities and 2 or 67% addressed this goal. This agency is at parity for people with disabilities.

#### **SUMMARY AFFIRMATIVE ACTION PERFORMANCE**

Underutilization at the beginning of FY12 was 35 African Americans, 14 Hispanics, 169 Females and 2 Asians. For minorities, during the year, there were 11 opportunities and 2 or 18% (1 African American and 1 Asian) addressed these goals. For Females, there were 10 opportunities and 5 or 50% addressed this goal. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	X	Agency in non-compliance	

#### **RECOMMENDATIONS/COMMENTS**

This agency exceeded the Department of Human Rights' standard of 37% for female goal performance, and is at parity for people with disabilities. The agency failed to meet the Department's 21% standard for minority goals. Of 11 opportunities to address minority goals, 2 or 18% addressed these goals. The Department found the agency made a good faith effort to meet its minority goals and that many of its opportunities to address these goals were in areas where the labor market availability of minorities was smaller than 21%. Therefore, the agency is in compliance with the Department of Human Rights' requirements.

NASA NISA NASA NI/A

**Agency:** Pollution Control Board

Chairman: Thomas Holbrook EEO/AA Officer: Kathryn L. Griffin

Agency Workforce: 24 Fiscal Year: 2012

#### **COMPLIANCE CRITERIA**

<ol> <li>Existence of an approved plan.</li> </ol>	
2. Met minimum compliance criteria:	
a. Minorities *	
b. Females X	
3. Agency's EEO/AA policy has been disseminated throughout the agency.	
4. Appropriate EEO/AA training programs.	
5. Inclusion of agency's EEO Officer in the investigation of all internal and	
external discrimination complaints.	
6. Timely submission of required reports.	
7. In an agency with 1,000 employees, documentation of the appointment,	
with the Director's approval of an EEO Officer and that the person reports	X
directly to the chief executive officer.	
8. Agency employing fewer than 1,000 employees designate an EEO Officer	
who may serve as a full-time EEO Officer or be responsible for other	
duties within the agency beyond those of an EEO Officer.	
9 FEO Officer has performed the duties and responsibilities outlined in the	
Act and the Department's Rules.	

#### **AFFIRMATIVE ACTION PERFORMANCE**

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 African American. For minorities, during this quarter, there were no opportunities to address this goal. The agency is at parity for Females. This agency is at parity for people with disabilities.

# **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 1 African American. For minorities, during this quarter, there was 1 opportunity that did not address this goal.

### THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 1 African American. For minorities, during this quarter, there was 1 opportunity that did not address this goal.

# FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 1 African American. For minorities, during this quarter, there were no opportunities to address this goal.

#### **SUMMARY AFFIRMATIVE ACTION PERFORMANCE**

Agency underutilization at the beginning of FY12 was 1 African American. For minorities, during the year, there were 2 opportunities that did not address this goal. The agency is at parity for Females. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	X	Agency in non-compliance	

<sup>\*</sup>There were two few opportunities to address the minority goal.

Agency:	Prisoner Re	view Board				
Chairman:	Adam M	onreal	EEO/AA Officer:	Nichole Da	amhoff	
Agency Wo	orkforce:	18	Fiscal Year: 2	012		
COMPLIAN	ICE CRITER	<u>IA</u>				
	e of an appro mum complia rities	-		Met X X	Not Met	N/A
4. Appropri	s EEO/AA po ate EEO/AA	training program	sseminated throughout the agerns.  he investigation of all internal a	X		
external 6. Timely s	discriminatio ubmission of	n complaints. required reports	· ·	X		
directly t 8. Agency of	o the chief exemploying fe	xecutive officer. wer than 1,000 e	O Officer and that the person re employees designate an EEO C	Officer		X
duties w 9. EEO Off	ithin the ager icer has perfo	ncy beyond those ormed the duties	ficer or be responsible for other e of an EEO Officer. and responsibilities outlined in			
	the Departme	ent's Rules.  PERFORMANO	<b>`F</b>	^		
		or all affirmative	<del></del>			
FINDINGS						
Agency in c	ompliance	x	Agency in non-compliance			

<b>Agency:</b> Property	Tax Appeal Board					
<b>Executive Director:</b>	Louis Apostol	EEO/AA Officer:	: Becl	ky Hes	se	
Agency Workforce:	24	Fiscal Year:	2012			
COMPLIANCE CRITE	<u>ERIA</u>					
<ol> <li>Appropriate EEO/A</li> <li>Inclusion of agency external discrimina</li> <li>Timely submission</li> <li>In an agency with with the Director's directly to the chief</li> <li>Agency employing who may serve as duties within the agency</li> </ol>	policy has been disser AA training programs. y's EEO Officer in the interest of required reports. 1,000 employees, doct approval of an EEO Officer. fewer than 1,000 employees a full-time EEO Office gency beyond those of erformed the duties an	minated throughout the againvestigation of all internal umentation of the appointrificer and that the person loyees designate an EEO r or be responsible for other an EEO Officer.  It is a contract the person of the an EEO Officer.  It is a contract the again and the an EEO officer.  It is a contract the again and the again	I and ment, reports Officer	Met X X X X X X	Not Met	N/A
AFFIRMATIVE ACTION	ON PERFORMANCE					
This agency is at parit	ty for all affirmative act	ion groups.				
<u>FINDINGS</u>						
Agency in compliance	x X	Agency in non-complian	ice			
RECOMMENDATION	IS/COMMENTS					

**Agency:** Department of Public Health

**Director:** LaMar Hasbrouck, M.D., M.P.H. **EEO/AA Officer:** Robin Tucker-Smith

Agency Workforce: 1,054 Fiscal Year: 2012

## **COMPLIANCE CRITERIA**

	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A
2.	Met minimum compliance criteria:		V	
	a. Minorities b. Females	Х	X	
3	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
	Appropriate EEO/AA training programs.	X		
	Inclusion of agency's EEO Officer in the investigation of all internal and	X		
	external discrimination complaints.	^		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports	X		
0	directly to the chief executive officer.			
Ö.	Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other			X
	duties within the agency beyond those of an EEO Officer.			^
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were 3 opportunities that did not address these goals. The agency is at parity for Females. This agency is at parity for people with disabilities.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were 3 opportunities that did not address these goals.

## THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were 11 opportunities that did not address these goals.

## **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during the year, there were 17 opportunities that did not address these goals. The agency is at parity for Females. This agency is at parity for people with disabilities.

<u>FINDINGS</u>		
Agency in compliance	Agency in non-compliance	X

#### **RECOMMENDATIONS/COMMENTS**

The agency did not meet the minimum compliance criteria for minorities (21%) and the Department recommends that the agency establish a training program in accordance with Section 7-105(H) of the Human Rights Act and in cooperation with the Department of Central Management Services. Accordingly, the Department of Central Management Services will be notified of the need to establish this training program.

NASA NISA NASA NI/A

**Agency:** Racing Board

**Executive Director:** Marc Laino **EEO/AA Officer:** Kathy Laurent

Agency Workforce: 48 Fiscal Year: 2012

## **COMPLIANCE CRITERIA**

		Met	Not Met	N/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities	*		
	b. Females	X		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6	·	v		
	Timely submission of required reports.	X		
1.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports			X
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other	X		
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the	v		
	Act and the Department's Rules.	X		
	•			

## <u>AFFIRMATIVE ACTION PERFORMANCE</u>

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 African American and 1 Female. For minorities, during this quarter, there were no opportunities to address this goal. For Females, there were no opportunities. This agency is at parity for people with disabilities.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 1 African American and 1 Female. For minorities, during this quarter, there were no opportunities to address this goal. For Females, there was 1 opportunity that addressed this goal. The agency achieved parity for Females.

## THIRD THROUGH FOURTH QUARTERS (1/1/12 THROUGH 6/30/12)

As of 1/1/12, agency underutilization was 1 African American. For minorities, during these quarters, there were no opportunities to addres this goal.

#### **SUMMARY AFFIRMATIVE ACTION PERFORMANCE**

Underutilization at the beginning of FY12 was 1 African American and 1 Female. For minorities, during the year, there were no opportunities to address this goal. The agency achieved parity for Females This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	X	Agency in non-compliance	

<sup>\*</sup>There were no opportunities to address the minority goal.

NASA NISA NASA NI/A

**Agency:** Department of Revenue

**Director:** Brian A. Hamer **EEO/AA Officer:** Ruby Taylor

Agency Workforce: 1,546 Fiscal Year: 2012

## **COMPLIANCE CRITERIA**

		Met	Not Met	N/A
1.	Existence of an approved plan.	X		
2.	Met minimum compliance criteria:			
	a. Minorities		X	
	b. Females	*		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and	Х		
	external discrimination complaints.	^		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports	X		
	directly to the chief executive officer.			
8.	Agency employing fewer than 1,000 employees designate an EEO Officer			
	who may serve as a full-time EEO Officer or be responsible for other			X
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the	Χ		
	Act and the Department's Rules.	^		

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 7 Females, and 4 Asians. For minorities, during this quarter, there were 3 opportunities and 1 or 33% (1 Asian) addressed these goals. For Females, there were no opportunities to address this goal. The agency is at parity for people with disabilities.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 2 African Americans, 11 Hispanics, 7 Females, and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were no opportunities to address this goal.

## THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 2 African Americans, 11 Hispanics, 7 Females, and 3 Asians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

## **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 1 African American, 11 Hispanics, 7 Females, and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were no opportunities to address this goal.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 7 Females, and 4 Asians. For minorities, during the year, there were 13 opportunities and 2 or 15% (1 African American and 1 Asian) addressed these goals. For Females, there were no opportunities to address this goal. The agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

#### **RECOMMENDATIONS/COMMENTS**

The agency had no opportunities to address the female goals. The agency is at parity for people with disabilities. The agency failed to meet the Department of Human Rights' standard of 21% for minority goal performance. Out of 13 opportunities to hire and promote, only 2 or 15% addressed underutilization, however, the agency made a good faith effort to address its minority goals during the year, and its hiring occurred in areas where the labor force availability was less than 21%. For these reasons, the agency is in compliance with the Department of Human Rights' requirements.

**Agency:** State Police

**Director:** Hiram Grau Interim EEO/AA Officer: Lieutenant JoAnn Gumz

Agency Workforce: 2,946 Fiscal Year: 2012

## **COMPLIANCE CRITERIA**

	Existence of an approved plan.	Met X	Not Met	N/A
2.	Met minimum compliance criteria:  a. Minorities		Х	
	b. Females		X	
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6.	Timely submission of required reports.	X		
7.	In an agency with 1,000 employees, documentation of the appointment,			
	with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8.	Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other			X
	duties within the agency beyond those of an EEO Officer.			
9.	EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

## <u>AFFIRMATIVE ACTION PERFORMANCE</u>

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 77 African Americans, 14 Hispanics, 94 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were 6 opportunities to address these goals and 2 or 33% (2 African Americans) addressed goals. For Females, there were no opportunities to address this goal. This agency is underutililized by 16 people with disabilities.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 75 African Americans, 14 Hispanics, 94 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were 14 opportunities that did not address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is underutililized by 15 people with disabilities.

#### THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 75 African Americans, 14 Hispanics, 93 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were 52 opportunities and 4 or 8% (4 African Americans) addressed these goals. For Females, there was 62 opportunities and 5 or 8% addressed this goal. This agency is underutililized by 15 people with disabilities.

## **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 71 African Americans, 14 Hispanics, 88 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were no opportunies to address these goals. For Females, there were 2 opportunities and 1 or 50% addressed this goal. This agency is underutililized by 15 people with disabilities.

#### **SUMMARY AFFIRMATIVE ACTION PERFORMANCE**

Underutilization at the beginning of FY12 was 77 African Americans, 14 Hispanics, 94 Females, 17 Asians and 5 Native Americans. For minorities, during the year, there were 72 opportunities and 6 or 8% (6 African Americans) addressed these goals. For Females, there were 65 opportunities and 7 or 11% addressed this goal. This agency is underutililized by 15 people with disabilities.

<u>FINDINGS</u>		
Agency in compliance	Agency in non-compliance	X

## RECOMMENDATIONS/COMMENTS

This agency failed to meet the Department of Human Rights' standard of 37% for female goals and 21% for minority goals. The agency will be referred to the Department of Central Management Services for assistance in providing training to meet the affirmative action goals.

<b>Agency:</b> State Po	olice Merit Board				
<b>Executive Director:</b>	Ronald P. Cooley	EEO/AA Officer:	Melinda G.	Gutierrez	
Agency Workforce:	4	Fiscal Year: 20	012		
COMPLIANCE CRIT	ERIA				
<ol> <li>Existence of an a</li> <li>Met minimum con</li> <li>a. Minorities</li> </ol>			Met <b>X</b> *	Not Met	N/A
4. Appropriate EEO/	AA training programs. cy's EEO Officer in the ir	ninated throughout the agen	ncy. X		
<ul><li>6. Timely submission</li><li>7. In an agency with with the Director's</li></ul>	n of required reports. 1,000 employees, docu	mentation of the appointme ficer and that the person re			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.					
<ol><li>EEO Officer has p Act and the Depa</li></ol>		d responsibilities outlined in	the X		
AFFIRMATIVE ACT	ION PERFORMANCE				
0 ,	•	tilization because it has less cted with a value of less tha			•
<u>FINDINGS</u>					
Agency in complianc	e X	Agency in non-compliance			

<b>Agency:</b> State Retirer	ment Systems					
Executive Secretary:	Timothy B. Blair	EEO/AA Officer	: Den	ise Co	onnelly	
Agency Workforce:	93	Fiscal Year:	2012			
COMPLIANCE CRITERIA	<u>A</u>					
directly to the chief exests. Agency employing few	icy has been dissemi raining programs. EEO Officer in the invariant of the	vestigation of all internation of the appoint cer and that the person yees designate an EEC or be responsible for other EEO Officer.	Il and ment, reports O Officer her	Met X X X X X X X X	Not Met	N/A
AFFIRMATIVE ACTION	<u>PERFORMANCE</u>					
FIRST THROUGH FOUR	TH QUARTERS (7/1	I/11 THRUOGH 6/30/12	2)			
	Agency underutilization at the beginning of the year was 1 African American. There were no opportunities to address this goal during the year. The agency is at parity for Females and for people with disabilities.					
<u>FINDINGS</u>						
Agency in compliance	X	Agency in non-compliar	ıce			

<sup>\*</sup>There were no opportunities to address the minority goal.

**Agency:** Department of Transportation

Secretary: Ann L. Schneider EEO/AA Officer: Karen Ward

Agency Workforce: 5,351 Fiscal Year: 2012

## **COMPLIANCE CRITERIA**

1.	Existence of an approved plan.	Met <b>X</b>	Not Met	N/A	
2.	Met minimum compliance criteria:				
	a. Minorities	X			
	b. Females	X			
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X			
4.	Appropriate EEO/AA training programs.	X			
5.	Inclusion of agency's EEO Officer in the investigation of all internal and	Х			
	external discrimination complaints.	^			
6.	Timely submission of required reports.	X			
7.	In an agency with 1,000 employees, documentation of the appointment,				
	with the Director's approval of an EEO Officer and that the person reports	X			
	directly to the chief executive officer.				
8.	Agency employing fewer than 1,000 employees designate an EEO Officer				
	who may serve as a full-time EEO Officer or be responsible for other			X	
	duties within the agency beyond those of an EEO Officer.				
9.	EEO Officer has performed the duties and responsibilities outlined in the	v			
_	Act and the Department's Rules.	X			

## **AFFIRMATIVE ACTION PERFORMANCE**

## FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 73 African Americans, 66 Hispanics, 981 Females and 36 Asians. For minorities, during this quarter, there were 10 opportunities and 6 or 60% (3 African Americans and 3 Hispanics) addressed these goals. For Females, there were 66 opportunities and 34 or 52% addressed this goal. This agency is underutilized by 96 people with disabilities.

## **SECOND QUARTER (10/1/11 THROUGH 12/31/11)**

As of 10/1/11, agency underutilization was 70 African Americans, 63 Hispanics, 947 Females and 36 Asians. For minorities, during this quarter, there were 6 opportunities and 5 or 83% (3 African American and 2 Hispanics) addressed these goals. For Females, there were 31 opportunities and 13 or 42% addressed this goal. This agency is underutililized by 92 people with disabilities.

## THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 67 African Americans, 61 Hispanics, 934 Females and 36 Asians. For minorities, during this quarter, there were 12 opportunities and 9 or 75% (7 Hispanics and 2 Asians) addressed these goals. For Females, there were 32 opportunities and 15 or 47% addressed this goal. This agency is underutililized by 87 people with disabilities.

## **FOURTH QUARTER (4/1/12 THROUGH 6/30/12)**

As of 4/1/12, agency underutilization was 67 African Americans, 54 Hispanics, 916 Females and 34 Asians. For minorities, during this quarter, there were 8 opportunities and 5 or 75% (2 African Americans and 3 Hispanics) addressed these goals. For Females, there were 33 opportunities and 18 or 47% addressed this goal. This agency is underutililized by 86 people with disabilities.

#### SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 73 African Americans, 66 Hispanics, 981 Females and 36 Asians. For minorities, during the year, there were 36 opportunities and 25 or 69% (8 African Americans, 15 Hispanics and 2 Asians) addressed these goals. For Females, there were 129 opportunities and 62 or 48% addressed this goal. This agency is underutililized by 86 people with disabilities.

<u>FINDINGS</u>						
Agency in compliance	x	Agency in non-compliance				
RECOMMENDATIONS/COMMENTS						

Acting Director:	Erica Borggren	EEO/AA Officer	: Mar	y Keer	ı	
Agency Workforce:	1,260	Fiscal Year:	2012			
COMPLIANCE CRIT	ERIA					
<ol> <li>Appropriate EEO/A</li> <li>Inclusion of agence external discrimina</li> <li>Timely submission</li> <li>In an agency with with the Director's directly to the chies</li> <li>Agency employing who may serve as duties within the and</li> </ol>	apliance criteria:  A policy has been disseming AA training programs.  By's EEO Officer in the invention complaints.  To of required reports.  To of required reports.	estigation of all internation of the appoint cer and that the person rees designate an EEO or be responsible for other EEO Officer.	I and ment, reports Officer	Met X * X X X X X X X	Not Met	N/A
AFFIRMATIVE ACTION	ON PERFORMANCE					
FIRST THROUGH FOURTH QUARTERS (7/1/11 THROUGH 6/30/12)						
Agency underutilization at the beginning of FY12 was 13 African Americans, 2 Hispanics and 10 Females. During these quarters, there were no opportunities to address the minority and Female goals. This agency is parity for people with disabilities.						
<u>FINDINGS</u>						
Agency in compliance	e X	gency in non-compliar	nce			

## RECOMMENDATIONS/COMMENTS

Agency:

Department of Veterans' Affairs

<sup>\*</sup>There were no opportunities to address the minority and female goals.

NASA NISA NASA NI/A

**Agency:** Workers' Compensation Commission

Chairman: Mitch Weisz EEO/AA Officer: Alma Maxey

Agency Workforce: 163 Fiscal Year: 2012

## **COMPLIANCE CRITERIA**

		Met	Not Met	N/A
1.	Existence of an approved plan.	Χ		
2.	Met minimum compliance criteria:			
	a. Minorities	*		
	b. Females	X		
3.	Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4.	Appropriate EEO/AA training programs.	X		
5.	Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6	Timely submission of required reports.	Х		
	, ,	^		
7.	In an agency with 1,000 employees, documentation of the appointment,			v
	with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			^
0	· · · · · · · · · · · · · · · · · · ·			
ο.	Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other	Х		
	duties within the agency beyond those of an EEO Officer.	^		
0				
9.	EEO Officer has performed the duties and responsibilities outlined in the	X		
	Act and the Department's Rules.			

#### AFFIRMATIVE ACTION PERFORMANCE

#### FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 7 Females and 1 Asian. During this quarter, there was one opportunity to address the minority goal. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

## **SECOND QUARTERS (10/1/11 THROUGH 12/31/12)**

As of 10/1/11, agency underutilization was 7 Females and 1 Asian. During this quarter, there were no opportunities to address the minority goal. For Females, there were 7 opportunities and 7 or 100% addressed this goal. Agency achieved parity for Females.

## THIRD THROUGH FOURTH QUARTERS (1/1/12 THROUGH 6/30/12)

As of 11/1/12, agency underutilization was 1 Asian. During these quarters, there were no opportunities to address the minority goal.

#### **SUMMARY AFFIRMATIVE ACTION PERFORMANCE**

Underutilization at the beginning of FY12 was 7 Females and 1 Asian. During the year, there was 1 opportunity that did not address the minority goal. For Females, there were 7 opportunities and 7 or 100% addressed this goal. Agency achieved parity for Females. This agency is at parity for people with disabilities.

<u>FINDINGS</u>			
Agency in compliance	x	Agency in non-compliance	

<sup>\*</sup>There were too few opportunities to address the minority goal.



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